

## MEA Bargaining 2020-2021

### Session #1

Friday, September 18, 2020

Those present: Pat Barber, Tim Barger, Linda Bryan-Beachler, Brian Kirchberg, Bruce Proud, Dawn Walker, Bill Vogel, Doug Wagner, and Genelle Zoratti-Yost.

Via Zoom - Kara Carney, Helen King, Rena Morano, Melanie Newhall, Marlyce Stringer and Jon Syre.

Caucus began at 4:50 p.m. Meeting began at 5:30 p.m.

#### Agenda

Welcome ▪ Logistics for today's meeting (technology, minutes, etc.) ▪ Team introductions ▪ HB 641 review and proposal ▪ Discussion ▪ Next meeting (September 23, 24 and 25?)

Vogel started. New challenges every year. Unprecedented. What we've accomplished so far that stand out –

1. Simultaneous teaching in other counties not going well as it could. Agreement here early on to not do that.
2. Allowing students to switch out of virtual and come back to schools.
3. One of first to start. Collaboration has really made best of challenging situations.

Welcome, happy to be back to work in negotiations this year.

Logistics – good opportunity to see how this works in future session. Minute taking – Dawn is official minute taker. Team introductions were done. Associate superintendent for business. CFO. Worked in Union, Marion, Martin, ST. Lucie and Indian River counties. Joined Manatee coming from Galveston, TX. Health insurance background. Already figured out our salary schedule.

#### HB 641

Governor made commitment to improve teacher salaries starting with beginning teachers. Started off with \$900M. Was cut to \$500M. FEA pulled a small amount out for teachers other than beginning teachers. \$400M to raise starting salary. Lowered expectations to \$47,500. Governor signed it. Fortunate to have the money. Concerned about the state budget. Legislature guaranteed money for 1<sup>st</sup> semester. Not sure what's going to happen after that. Enrollment falling across state. Heard (FEA President) Andrew Spar ask state to fully fund schools for entire year as did school finance officers and superintendents. Under HB 641 – district is required to use 80% to get beginning teachers to \$47,500 or as close as you can get. Only a few districts not able to get to \$47,500. Remaining 20% for salary adjustment for others. Prohibited from using for any other employee group. Legislature gave a formula. Did not factor in millage supplement. That is up \$473, from \$4728 to \$5202. Used formula 80/20. Required by statute to provide report on October 1<sup>st</sup> on where we are. Have to have an approved plan by board. Set meeting for September 29<sup>th</sup> at 5:45 p.m. Would like to reach agreement before then. Pending ratification. If we can submit a proposal. Not ratified. Feel like have to put something before board for approval. There are other reporting requirements. Incentive to get this done. Money available now. Don't know what future will bring. DOE wasn't going to adjust allocation but sometimes they do that.

Breakdown of money – \$8,467,243 is Manatee's share – must share that with charters. Had to pull \$1.229M for charter schools. Took out fringe. \$4,921,000 = 80%. Factor for 20% = \$1,230,458. Use 80% to get as close to

\$47,500 but not dip into other pot of money to maximize money to others throughout the schedule. \$46,429 get to that amount. Remaining dollars district proposes 1 step to everyone above \$46,429 figure. Can do that and have balance of \$435,000. Updated charter school money on 9/10. Proposal – retain teacher schedules. All instructional personnel get to at least \$46,429. Schedule based on 10 month bachelors. Those higher earners progress one salary level. Residual funds to use for negotiations or discussions going forward. Informal discussions on ideas – GF schedule has masters, specialists and doctor. Reverted back to bachelors.

Bargeron – GF bachelors schedule as base. Level 8a. \$46,429. Phase 1. Residual funds of \$435,000.

Proud – phase 2 – 8a. Doesn't include people less than 2%?

Bargeron – I think these folks would get \$312. It was developed later today. Yes, if had less than 2 % in phase 2 also.

Proud – Are you changing schedule amounts or are you moving them through the schedule?

Bargeron – lots of conversation. Concern if money goes away and don't have phase 1 or 2 dollars. Lost historical placement of people. Need additional conversation. If don't merge how do we work them through steps in subsequent years? Need further conversation.

Vogel – open for discussion. Collaborative effort.

Bargeron – each schedule has additional degrees. FTE in each cell. Info available. Not a decision on how to implement. System could come up with anything we wanted to call it. Wouldn't have to move anybody. Roll everyone into 8a loses data element. Might not be in our best interest.

\$46439 on pay for performance. Same approach.

Bargeron – need to go into any detail on advanced degrees.

Proud – appreciate Jacob sharing ideas. How to not penalize those with advance degrees or those working a longer work year because of statute. Appreciate you seeing that as a good way to approach this. We have had conversations as a team as well so we could see.

Vogel – our next steps are requirement to present to board. Call it a proposal. Everything is subject to ratification. Have to fill out template. Need to move something forward. Template says specifically approval. Willing to share that with you after meeting. Trying to meet intent of law. Making sure everyone understands it's just a proposal.

Proud - Disagree what's required to report. Anything provided to district in bargaining would be a public document but would be confusing to teachers. Better to report that you are in negotiations because that's the only way to not negatively impact negotiations. Clearly says template is due December 1.

Vogel - What's appropriate for October 1?

Proud – District can report . . . we have a proposal we would like to prepare for October 1. Similarities and differences in places. Share that with DOE, and that's fine with me.

Vogel - Was not sure if you would have . . .

Proud - You can decide.

Vogel - Any questions we can answer?

Proud - Not denying you have to report something in October. Don't want to say we're at impasse so you can have something to report.

Vogel - Don't want to report that. Maybe we can reach agreement. Have to submit an approved salary distribution plan.

Proud - I think they're wrong and trying to get around bargaining and would be a ULP if you did. You were sent guidance a couple of weeks ago which was more focused on December.

Proud - Attempted to use simplified format as possible. Similar to what we've done in the past. Used data shared with Jacob. Tried to separate in to 80/20 of where funds would come. Guessing numbers are fairly close. First column increase to 8a. Same number depending on schedule. Using calculations based on data received of # of people. Then non-classroom teachers not included in first part because not classroom teachers but in bargaining unit. 113 people. Part of 20% increase everyone on PP and GF schedule. 2 levels from 7B on. Trying to be as equitable for minimum amounts so people see as it as equitable. Remaining funds come from general fund to do 3<sup>rd</sup> column. 7B would not receive multiple levels, just 1 or 2.

Vogel – 2 levels only to those above threshold?

Proud – No 7b and 7c because less than 2%. Then it would go to everyone else in bargaining unit – 2 levels.

Bargeron – underlying data set the same?

Proud – yes, if data changes we can agree. Remainder is to give equity because has to be ratified by bargaining unit. 4 levels for all as a minimum. 7c needs to receive 1 more. Small number in that category. Remainder 2 levels. \$906,000 out of general fund.

Vogel - Anyone 8a and above gets 2 more levels.

Proud – Longevity. Certain individuals reaching that threshold we discussed. Said we would discuss for any new individuals. Don't know how many reaching that threshold this year. Estimate of \$177,000 if had data would know what that is. Would need to come from general fund. Negotiating for paras one step on their schedule. Not an exact science. Who would be eligible for being hired prior to February? Guess at 662 knowing how many hired in previous years.

Vogel –we can work numbers out.

Proud – additional \$0.35/hour to modify each level as well as those at the top. 2% at top, which is the average amount of step increase for those in bargaining unit.

Vogel – amount of money above amount receiving.

Proud - \$1,065,802. 208,241 in longevity, 776 in para portion.

Vogel – appreciate your proposal. At this point the only dollars we have identified are those for HB 641. How do we want to , are you in a position where you need to keep this proposal intact? We seem close on HB 641. Willing to address that part and get it off the table?

Proud- We can't do that in good conscience, getting it off the table, because we don't know if it will get ratified on it's own. On its own it won't get ratified.

Vogel – with amount of money uncertain it would be. Also have health insurance issues have to deal with . . . would be difficult to give counter with budget.

Proud – reviewed your budget. Happy to talk about priorities in your budget. Can point out unusual things in budget.

Vogel – let's get back to where we are and what we think requirement is for 9/29 meeting since this only deals with HB 641. Numbers are close. Could we refine numbers and say on 641 and show – we could resolve that in an hour but the other part we can't deal with right now. What's your preference to move forward?

Proud - Bargaining proposals are what they are. Not going to say we're in agreement with a proposal at this point on modification to compensation.

Vogel – You're not willing to agree on partial. You want to look at whole picture?

Proud - Yes, I don't want to have Pat Barber's phone blow up asking if we're leaving them out of the mix.

Vogel - I see your point on that too.

Vogel asked for caucus. Suggest that wording in agenda item that we're as close as we can in agreement.

Caucus at 6:16 p.m.

Reconvened at 6:34

Vogel – Our immediate issue is dealing with 10/1 deadline. Utilize this sheet as handout (allocation) latest info is to provide status report. Plan has breakdown. Met with association for CB. Plan is subject to further negotiation and ratification. Not at impasse. Submit plan when MEA ratifies. Will draft agenda item. Talk with Pat. This will be item we would submit. Numbers are fairly close to what we submitted.

Proud – Your proposal is one additional level amount of \$313 for everyone with the other money left over. It says nothing about paras.

Vogel – Correct. We're only dealing with HB 641.

Proud – It's not a plan, it's a proposal. If you characterize it as a plan people are going to think it's a done deal.

Vogel – We will address that.

Vogel – Submit your budget questions, and we'll look at them. Can have a session to discuss ideas. Right now we can consider but can't counter.

Proud – When will you know what the budget will be?

Vogel – Need to see what happened in FTE week. Not short term. Other questions need to be answered. FEA request to get funding for year. Can meet guidelines.

Proud – But you're still going to expend funds. That diminishes our ability to influence what you spend in the budget.

Vogel – There is health insurance, too.

Proud – Hoping the district upholds its bargain.

Vogel – Looking at all options. On Monday will get with Pat. Summary item. Call it a proposal.

Proud – We will send our proposal out to teachers. Don't want them to hear something at board meeting and going by whatever the board says.

Vogel – I want to make it clear we're only dealing with HB 641.  
Anything else? Next date. Don't need right now.

Meeting adjourned at 6:40 p.m.